



## *Report to the Auburn City Council*

Action Item
Agenda Item No. 8

City Manager's Approval
-------------------------

**To:** Honorable Mayor and City Council Members  
**From:** Robert Richardson, City Manager  
Andy Heath, Administrative Services Director  
**Date:** September 13, 2010  
**Subject:** Auburn Police Officers Association Memorandum of Understanding

### *The Issue*

Shall the City Council approve the negotiated Memorandum of Understanding between the Auburn Police Officers Association and the City of Auburn?

### *Conclusions and Recommendations*

By **RESOLUTION** adopt the Memorandum of Understanding between the Auburn Police Officers Association and the City of Auburn for the period July 1, 2010 through June 30, 2012, and authorize the City Manager to sign on behalf of the City.

### *Background*

As a means to secure a current Memorandum of Understanding (MOU) between the City of Auburn and the Auburn Police Officers Association (Association), both parties entered into negotiations on April 13, 2010. The negotiation process has concluded with both parties tentatively agreeing to the following general changes:

- Term of MOU - Two (2) year MOU effective July 1, 2010 – June 30, 2012
- Salary Increases - None
- Association members required to pay five percent (5%) of the employee's nine percent (9%) CalPERS obligation effective July 1, 2010. The City shall pay the remaining four percent (4%) effective July 1, 2010.
- Association members hired after July 1, 2010 will be subject to a revised retirement formula – CalPERS 2% at 50.

- Association members will be required to pay 70% of the total premium cost of CalPERS health plans offered to City employees (excluding the highest and lowest) effective July 1, 2010.
- City agrees to not laying off any Association members during the first year of the contract effective July 1, 2010, with the exception of positions funded by American Recovery and Reinvestment Act and Special Investigations Unit grants.
- The City agrees to amend the Police Service CalPERS agreement to provide the CalPERS Section 21574 – Fourth Level of Survivor Death Benefit as soon as practical. Association members shall be responsible for any employee-borne costs for the benefit, and the City shall pay employer share for said benefit.
- City agrees to modify Shift Work Schedule Selection process as referenced in the MOU.

**Alternatives Available to Council; Implications of Alternatives**

1. Adopt a resolution to authorize the City Manager to execute the Memorandum of Understanding between the Auburn Police Officers Association and the City of Auburn for the period July 1, 2010 through June 30, 2012.
2. Do not adopt a resolution and direct the City Manager accordingly.

**Fiscal Impact**

The total net incremental fiscal impact for the above changes is:

Fiscal Year 2010-11 - \$100,793 General Fund Savings

The savings referenced above will reduce expenditures in the budget adopted for Fiscal Year 2010-11.

***The tentative Memorandum of Understanding between the City of Auburn and Auburn Police Officers Association is available for review in the City Clerks Office and the Administrative Services Department***

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28

RESOLUTION NO. 10-  
RESOLUTION AUTHORIZING EXECUTION AUBURN POLICE OFFICERS  
ASSOCIATION MEMORANDUM OF UNDERSTANDING

-----  
THE CITY COUNCIL OF THE CITY OF AUBURN DOES HEREBY RESOLVE:

That the City Council of the City of Auburn does hereby adopt the  
Memorandum of Understanding between the Auburn Police Officers Association  
and the City of Auburn for the period July 1, 2010 through June 30, 2012, and  
authorizes the City Manager to sign on behalf of the City.

DATED: September 13, 2010

\_\_\_\_\_  
Bridgett Powers, Mayor

ATTEST:

\_\_\_\_\_  
Joseph G. R. Labrie, City Clerk

I, Joseph G. R. Labrie, City Clerk of the City of Auburn, hereby certify  
that the foregoing resolution was duly passed at a regular meeting of the City  
Council of the City of Auburn held on the 13<sup>rd</sup> day of September 2010 by the  
following vote on roll call:

Ayes:  
Noes:  
Absent:

\_\_\_\_\_  
Joseph G. R. Labrie, City Clerk

(this page intentionally left blank)